

No.3-27/2009-TS.II
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-II

New Delhi, 30th December, 2009

To,

- (i) The Director,
Indian School of Mines (ISM),
Dhanbad -826004
- (ii) The Director,
Indian Institutes of Information Technology (IIITs),
Deoghat, Jhalwa, Allahabad-211002
- (iii) The Director,
Indian Institutes of Information Technology
Design & Manufacturing (IIITDM), Kancheepuram
- (iv) The Director,
Indian Institutes of Information Technology (IIITs),
Morena Link road, Gwalior-474003 (MP)
- (v) The Director,
Indian Institutes of Information Technology
Design & Manufacturing (IIITDM), IT Bhawan,
Jabalpur Engg. Campus, Ranjhi,
Jabalpur-482011 (MP)

Subject: Implementation of Career Advancement Scheme for the faculty of ISM, Dhanbad and IIITs -reg.

Sir,

I am directed to state that the Government of India has decided to implement a Career Advancement Scheme for the faculty of the Indian School of Mines, Dhanbad and Indian Institutes of Information and Technology (IIITs) consequent to the implementation of the revised pay structure notified vide this Ministry order dated 18th August, 2009.

2. For teachers who joined the institutions after issue of the revised pay structure i.e. 18th August, 2009, the Career Advancement Scheme will be as follows :

- (i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.6000/- p.m. shall be eligible for moving to AGP of Rs.7000/- p.m.

- (ii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.7000/- p.m. shall be eligible for moving to AGP of Rs.8000/- p.m. and shall be re-designated as Associate Professor.
- (iii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.8000/- p.m. shall be eligible for moving to AGP of Rs.9000/- p.m. and shall be re-designated as Associate Professor.
- (iv) Associate Professor completing 4 years of regular service in the AGP of Rs.9000/- and possessing a Ph.D degree shall be eligible for appointment and shall be designated as Professor, subject to other conditions of academic performance as laid down by UGC and by the university, if any.
- (v) Of the sanctioned posts of Professors, 20% shall be given AGP of Rs.12000/- after regular service of 6 years as Professor with AGP of Rs.10000/-.

3. In the case of existing incumbents, parity of the pay structure with the IITs partially takes care of the issue of Career Advancement Scheme. The Career Advancement Scheme for incumbent faculty of IITs and ISM shall be as follows:-

- (i) The existing Asstt. Professors in the pre-revised pay scale of Rs.12000-18300 will be placed in PB-3 with AGP of Rs.8000/- and pay in the Pay Band fixed as indicated in para 8 (iv) (a) of MHRD Order dated 18th August,2009.
- (ii) As per the notification issued in 16th Sept.2009, such Asstt. Professors on completion of 3 years will move to PB-4 in the minimum of Rs.37400 with AGP of Rs.9500/- and will be designated as Associate Professors.
- (iii) Such Associate Professors, as in service on 18.8.09 after completion of 4 years of regular service in the AGP of Rs.9500/- and possessing a Ph.D degree in the relevant discipline shall be eligible for appointment and designation as Professor subject to other conditions of academic performance as laid down by the UGC and the University, if any. As Professor, they will be given the Grade Pay of Rs.10500/- and the pay in the Pay Band fixed as per the normal pay fixation rules of giving one increment of 3% at the time of promotion.

- (iv) Lastly, existing Associate Professors who are being placed in the revised Academic Grade Pay of Rs.9500/- may be eligible to move after 4 years in this AGP to AGP of Rs.10,500/- with pay in the Pay Band fixed as per normal pay fixation rules of giving one increment of 3%. Eligibility of Professors for AGP of Rs. 12,000/- will be the same as laid down in para 2(v) of this order.

4. There will be no further fresh recruitment at the level of Associate Professor with Grade Pay of Rs.9500/- or at the level of Professor with entry pay of Rs.48,000/- along with Grade Pay of Rs.10,500/-. Fresh recruitments will be made in the grades approved for National Institutes of Technology (NIT).

Yours faithfully



(Pratima Dikshit)
Director (TC)

Copy to:

1. Ms. Seema Raj, Director (IIITs), Department of Higher Education, Ministry of Human Resource Development (MHRD).
2. PPS to Secretary (HE), MHRD
3. PS to AS (HE), MHRD
4. PS to AS & FA, MHRD
5. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.



(Pratima Dikshit)
Director (TC)